

Global Compact

Communication on progress in implementing the ten principles of the Global Compact

Merck supports the United Nations Global Compact with the aim of supporting global implementation of human and labor rights as well as environmental protection. By introducing a global Social Charter, we have created an important precondition for concrete measures that will follow in the coming years, especially with respect to the management of our suppliers. The following table indicates which Merck guidelines, programs and management systems (Systems) support the ten principles of the Global Compact. It also makes clear which practical measures were taken in the reporting period and where concrete results (achievements) can be seen. Information on the Global Compact is available at www.unglobalcompact.org.

	Systems	Measures
Principle 1: Protecting human rights	Social Charter (p. 8)	Enactment of the Group-wide Social Charter (p. 8)
Principle 2: Ruling out human rights abuses	Social Charter (p. 8)	
Principle 3: Upholding the freedom of association	Social Charter (p. 8) Employee representation (p. 25)	Resolution to form a "Euroforum" of employee representatives including Merck Serono (p. 25)
Principle 4: Elimination of all forms of forced and compulsory labor	Social Charter (p. 8)	
Principle 5: Abolition of child labor	Social Charter (p. 8)	
Principle 6: Elimination of discrimination	Social Charter (p. 8) Employee-related goals (p. 38)	Initiation of training for managers (p. 24) Setting up company complaint departments in Germany (p. 24)
Principle 7: Precautionary approach to environmental challenges	Responsible Care Global Charter (p. 27) EHS management systems (p. 27) Environmental goals (p. 39)	Toxicological and clinical studies of products prior to market launch (p. 11) Certification to ISO 14001 (p. 27) Launch of the "enerCare" program to lower energy consumption (p. 28) Training more than 12,000 customers in safety seminars in eco-friendly disposal (p. 18) RC 14001 certifications of the largest sites of EMD Chemicals (p. 27)
Principle 8: Initiatives to promote greater environmental responsibility	Environmental goals (p. 39) "Retrologistic" to recover and dispose of water (p. 29)	New recycling concept for LCD screens for eco-friendly disposal (p. 30). Optimized water protection by modernizing the wastewater treatment plant at the Darmstadt site (p. 30)
Principle 9: Diffusion of environmentally friendly technologies	Research area within the Liquid Crystals division (p. 17)	Research into energy-efficient technologies (p. 17)
Principle 10: Anti-corruption measures	Social Charter (p. 8) Code of Conduct (p. 9)	Training program (p. 50) Annual audits to identify potential corruption (p. 50)